

National Division Consolidation



In May 2022, the Deputy Commissioner of Federal Policing informed National Division employees on the vision for the Federal Policing Business Line, which includes the consolidation of National Division.

This web page is meant to serve as an information hub on the status of this transition and what this means for you as an employee.

If you can't find the answers to your questions, or if you need more information regarding the consolidation project, please contact the [National Division Consolidation Team](#).

Communications

- [Recording of Protective Operations Townhall](#) [2022-08-16]
- [An NHQ Welcome to National Division Protective Operations](#) [2022-08-15]
- [Message from the Commanding Officer: Upcoming Transition of Protective Operations](#) [2022-08-10]
- [National Division Consolidation Update #3](#) [2022-08-02]
- [National Division Consolidation Update #2](#) [2022-07-22]
- [National Division Consolidation Update](#) [2022-07-06]
- [Message from the Deputy Commissioner Federal Policing \(DCFP\): National Division Transition Update](#) [2022-06-02]
- [National Division CQ Update – Follow-up to yesterday's town hall meeting](#) [2022-05-13]

Resources

- [Federal Policing - Transformation and modernization](#)

Transition Status Update

Protective Policing: • Close Protection ◦ Prime Minister Protection Detail ◦ Governor General Protection Detail ◦ Very Important Person Protection Detail ◦ Supreme Court Detachment • Protective Operations Coordination Centre ◦ POCC Admin and Operational Planning Unit ◦ NCR Command Centre ◦ Travel Dispatch and Coordination Unit ◦ Mobilization ◦ Planning Coordination Unit ◦ Protective Operations Assessment Team ◦ International Protection Officer Team ◦ Protective Liaison Team ◦ Ontario Operational Communications Centre ◦ Protective Intelligence Unit • Critical Incident Program ◦ Protective Response Team ◦ Emergency Response Team ◦ Tactical Support Group ◦ Crisis Negotiation Team ◦ Critical Incident Commanders & Scribes	Those units are set to report under Assistant Commissioner Mark Flynn effective August 15, 2022, with the exception of: • Ontario Operational Communications Centre • Intake Unit • Court Liaison Unit • NCR Traffic Services As of August 15, the Court Liaison Unit, the Ontario Operational Communications Centre, NCR Traffic Services and part of Intake Unit will be reporting to the Criminal Operations OIC. Starting August 15, PIU will temporarily report to Brian Fodor at HQ until Sean Martell is moved into the director position permanently.
Criminal Operations • Sensitive and International Investigations ◦ SII Team 2 - Extra-Territorial/War Crimes ◦ SII Team 3 - Domestic Corruption ◦ SII Team 4 - International Corruption • SII Support Team ◦ Major Case Management Unit ◦ Covert Operations ◦ Criminal Ops Support • Digital Forensics Services ◦ Cybercrime Investigative Team ◦ Special Investigations Unit - Special I	Ongoing - On June 15, 2022, the team met with the four teams under CrOps in order to facilitate a discussion relative to the optimal way forward in order to support SII's critical mandates. We are also continuing to deconstruct and have had preliminary discussions regarding how the various other units supporting CrOps, such as Covert Operations and Special I, will be able to transition while continuing to provide services to those in the most efficient manner. The Transition Team has engaged in a broader discussion with Federal Policing Criminal Operations (FPCO) in order to understand their perspectives. Scheduled consultations are to be held the week of September 26 with O Division. Discussions are ongoing and we are hoping to have more information on a decision in the near future.

Corporate and Strategic Services: • Strategic Planning and Performance Unit • Communication Services • Criminal Analysis and Intelligence Section ◦ Intellex ◦ Divisional Criminal Analysis Unit • Finance • Administrative Services ◦ Federal Support Services ◦ Protective Operations Support Services ◦ National Division Stores • Career Development and Resourcing ◦ Human Resources ◦ Official Languages & HRMIS ◦ National Division Training Unit • Information Management / Information Technology ◦ Information Management ◦ LAN Services ◦ Radio Workshop	Ongoing A meeting was held with Human Resources to explore the different options and it was agreed that the team would continue to support Protective Operations until a final decision is made. A temporary service agreement will be established with them. Talks with Federal Policing and National Division Training recently took place during the week of July 14 to define the most optimal way forward.
Others • Health and Wellness • Honours and Recognition • Ceremony and Protocols • Emergency/Business Continuity Planning	Ongoing - Discussions continue to define the ideal option that ensures that we sustain the level of service that is provided to support the Protective and Investigative mandates.

Questions and Answers

Q: Will National Division employees be relocated?

A: Apart from modifications to the high-level governance structures, no further changes are anticipated at this time relative to working arrangements, physical work locations and frontline reporting structures.

Q: Will there be positions cut?

A: No positions will be cut but rather redeployed elsewhere within the Federal Policing portfolio.

Q: If we amalgamate the Protective functions in ND with the Protective functions in NHQ are we not just going back to where we were ten years ago?

A: This new model will be similar to the one prior to Federal Policing Re-engineering, but also significantly more optimized, as prior to Re-engineering, the vast majority of RCMP resources dedicated to protective policing activities in the NCR used to fall under one Assistant Commissioner who had three direct reports: OIC Canadian Air Carrier Protection Program (CACPP) (Supt), OIC Protective Operations (C/Supt), and the OIC Protective Services and Major Events (C/Supt).

With FP re-engineering, these functions effectively split between National Headquarters (CACPP + policy/oversight) and the (then) newly created National Division (Protective Ops in the NCR). There were two key drivers for this decision: first, that governance, oversight and government liaison were appropriately National Headquarters functions where day-to-day operations best resided in a division; and, second, discussions with respect to the creation of National Division included ensuring the necessary critical mass required to form a division.

This move made sense – it fit the organization's broader philosophy and FP's needs at the time. However, since FP Re-engineering there has been a perennial discussion around the weakness in this model as demonstrated in a number of reviews.

Q: Will some National Division units move to O Division and if so, will this affect priorities?

A: It is too early at this point to know where certain units will be going but the end goal is to ensure that operational and strategic priorities remain unaffected as a result of this transition.

Q: What is the future for support areas under Corporate and Strategic Services?

A: The desire is to ensure that the support functions remain dedicated to supporting the SII and Protective mandates and service delivery doesn't become eroded due to competing pressures. We are currently evaluating how to deliver on this. The transition team will make all efforts to cushion any impact on the lives and livelihoods of affected employees, and:

- No one will lose their job;
- Flexible working arrangements will be respected;
- There will be no need for anyone to report to a new physical location.

Q: What is the ND transition plan timeline?

A: At this time, we are looking to have the overall transition completed by December 31, 2022. That being said, the transition of most units under Protective Operations is set to be completed by the fall of 2022.

Q: How will Language of Work Requirements be affected?

A: The *Official Languages Act* will apply in the same way post transition as it does today – so you should not see a change in this regard regardless of where you are going as this applies for everyone working in the NCR.

Q: How will this affect training?

A: Discussions continue to define the ideal option that ensures that we sustain the level of service that is provided to support training needs for the Protective and Investigative mandates.

Supporting Protective Services Q&As:

Q: Why are we making this change now?

A: The Federal Policing business line has discussed changes to the governance structure of Protective Policing for nearly a decade. Splitting responsibilities between two national-level players – National Division and NHQ – has resulted in duplication of activities and confusion as to who is responsible for what in Ottawa.

In order to keep pace with the environment in which we operate, it is important that we remain open to changes that optimize performance and align with the RCMP's broader modernization efforts. We have determined that this is the best way forward.

Q: When will the Protective Policing transition take effect?

A: The transition is split into three phases:

1. The first will amalgamate protective assets and resources from National Division and NHQ, under the Assistant Commissioner, National Security and Protective Policing. This phase is tentatively set for August 2022.
2. The second phase of the transition will realign protective assets and resources from all RCMP divisions under a single line of command out of NHQ, scheduled to take effect in April 2023.
3. The third phase, which will establish a long-term career path within Protective Policing, will progress alongside the first two steps.

Contact Us

If you have any questions or concerns regarding the consolidation contact the [National Division Consolidation Team](mailto:National.Division.Consolidation.Team).

infoweb.rcmp-grc.gc.ca/adivision/ND_consolidation_DN/index-eng.htm

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Royal Canadian Mounted Police
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